

# 2019 ANNUAL REPORT

EMPOWERING AMERICA'S VETERANS



"Our warriors are the one percent of America who kept the 99 percent safe. We have a duty to help make their transitions as successful as possible."

—President George W. Bush



A young man with dark hair, wearing a bright yellow long-sleeved shirt and a black safety harness, is shown in profile, looking upwards and to the right. He has his right hand raised to his chin in a thoughtful pose. In the background, another person in a yellow shirt is visible, and the setting appears to be an industrial or construction site with overhead lights and structural elements.

**604**

NextOp helped place  
604 veterans in industry  
careers in 2019.

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# OUR MISSION AND VISION

**80%** | MORE THAN 80% OF NEXTOP CLIENTS STAY IN THEIR INDUSTRY POSITIONS FOR 12 MONTHS OR MORE, DOUBLE THE VETERAN AVERAGE.



## Mission

NextOp's mission is to recruit, train, and place high-performing middle-enlisted military leaders into industry careers.

MISSION

## Vision

NextOp's vision is to be the strongest link between industry and military talent.

VISION

## What we do

For our veteran clients, we provide career coaching, resume help, interview preparation, mentorship, and direct access to employers.

For our corporate partners, we provide access to military installations, a pipeline of qualified and vetted candidates, veteran hiring metrics, and support for veteran resource groups.

WHAT WE DO





**STEPH DRAKE, EXECUTIVE DIRECTOR**

## A MESSAGE FROM THE EXECUTIVE DIRECTOR

Transition. So often we focus so much on the immediate that when we experience a big life change, the uncertainty can be overwhelming and we are limited to a fraction of the knowledge and support that we need to succeed. Our transitioning service members experience this more than most as they depart active-duty, ready to contribute to their new communities, companies and families in new ways. NextOp's mission is centered around bridging our talented middle-enlisted military leaders' transition to civilian careers smoothly and quickly. As I reflect on my own transition from the active-duty Marine Corps to the civilian and corporate world, I am grateful to those who paved the way and enabled me to quickly adapt and be poised to excel. It is truly my privilege to be leading an organization that is dedicated to the same. NextOp's team is passionate and driven to succeed on behalf of our talented veteran candidates and corporate partners.

2019 was an exciting year and we have much to look forward to in 2020. We celebrated helping place our 2,000th veteran in an industry career. I had the opportunity to join the Houston Texans and Walking With the Wounded in London to kick off our global Step

Into Energy program. At Remember November, our annual fundraiser, we honored Hon. James Baker for his lifelong support of veterans and Chevron for their continued support hiring veterans. NextOp was a finalist for the Military Community Nonprofit Leadership Award from Hiring Our Heroes. And, most importantly, NextOp helped place 604 veterans in meaningful careers. In 2020, we are looking forward to the Step Into Energy programming series, continuing to deliver successful career (not job!) placement for our talented candidates and corporate partners, and celebrating our own 5th birthday.

Thank you to all our partners and supporters throughout 2019. You truly make an impactful and incredible mission possible, and one that is much needed. If we have not yet met, please reach out. I'd love to say hello.

All the best,

Steph Drake  
Executive Director, NextOp, Inc.  
[Steph@nextopvets.org](mailto:Steph@nextopvets.org)



**90%**

OF PLACED CLIENTS REPORT  
A PROMOTION OR INCREASED  
RESPONSIBILITY OR PAY  
WITHIN 3 YEARS.

# WHY NEXTOP?

# WE BRIDGE THE GAP



When service men and women are discharged from the military, they experience change in virtually every aspect of life: their careers, communities, lifestyle, health care, training, and more. If service members have families, the transition also means big changes for their spouses and children.

These veterans have fantastic skills that can translate into a career, but they need help being made aware how their skillset translates (in more ways than they think!), navigating the environment and communicating their skillset in a way that makes sense to the civilian population.



At NextOp, our main objective is to place our military's veterans into meaningful careers where their skills and experience are fully utilized. We work one-on-one with mid-level enlisted veterans to help them understand how their training and experiences translate into valued qualifications in the workforce after their military commitment. Most importantly, we connect veterans to existing job openings and mentor them through and beyond the job hire.



In addition to our work directly with veterans, we also partner with employers across multiple industries, many of whom have a strong desire to recruit and retain veterans. We actively work with recruiters and corporate leadership to ensure

that the translation of military skills to civilian experience is not a barrier for veterans when they are being considered for the workforce. We partner with over 150 corporations to educate them on the veteran experience, create internal veteran resource groups, host educational workshops, and ultimately place our clients into fulfilling careers.

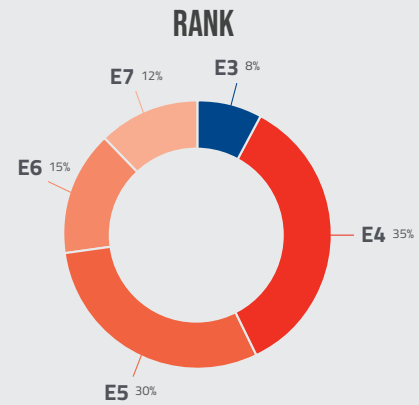
As we work with employers and veteran clients, we continue to find that military training and experience offer a broad range of opportunities and do not have to be limited to a "perfect" match. Ultimately, this can lead to a career that is meaningful, fulfilling and utilizes the skills they learned in the military.

We continue to connect with our clients once they begin their careers. Currently, our clients enjoy over 80% retention after placement with help from NextOp -- far exceeding statistics that 43% of veterans leave their first job after less than 12 months (Maury, R., Stone, B., Roseman, J., 2016). Our clients are also very successful in their roles. In just two years of work after placement with NextOp, over 90% of our clients report that they have earned more responsibility in their roles with their company and have received a promotion of some kind. Our results reflect the success of our work to help place veterans into industry careers, not just any job.

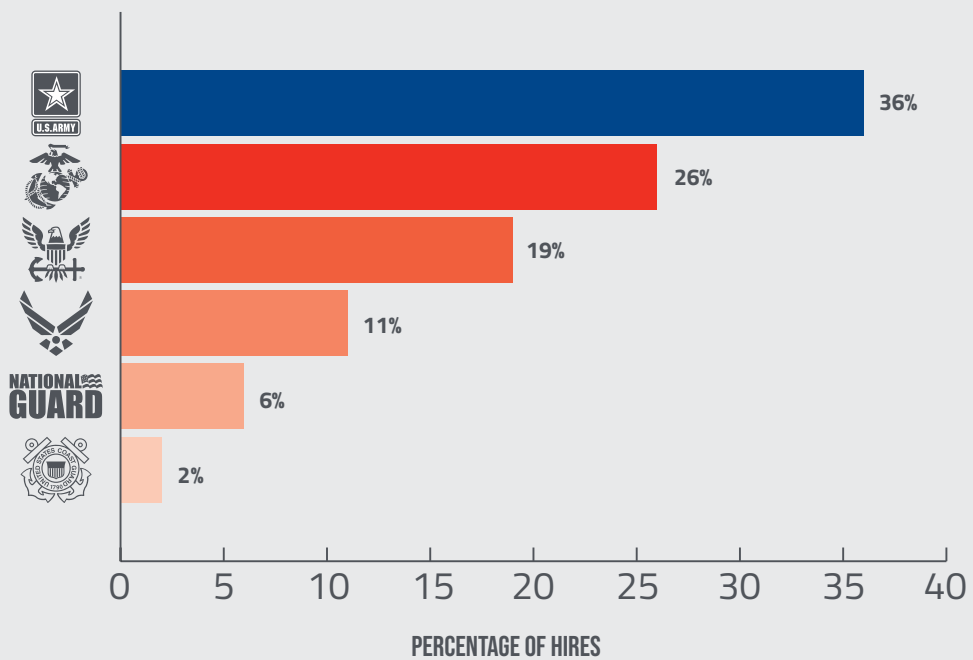
# WHO WE SERVE

At the core of our mission, we serve the high performing middle-enlisted transitioning service members and post 9/11 veterans. In 2019, we assisted more than 1,200 potential clients, helped

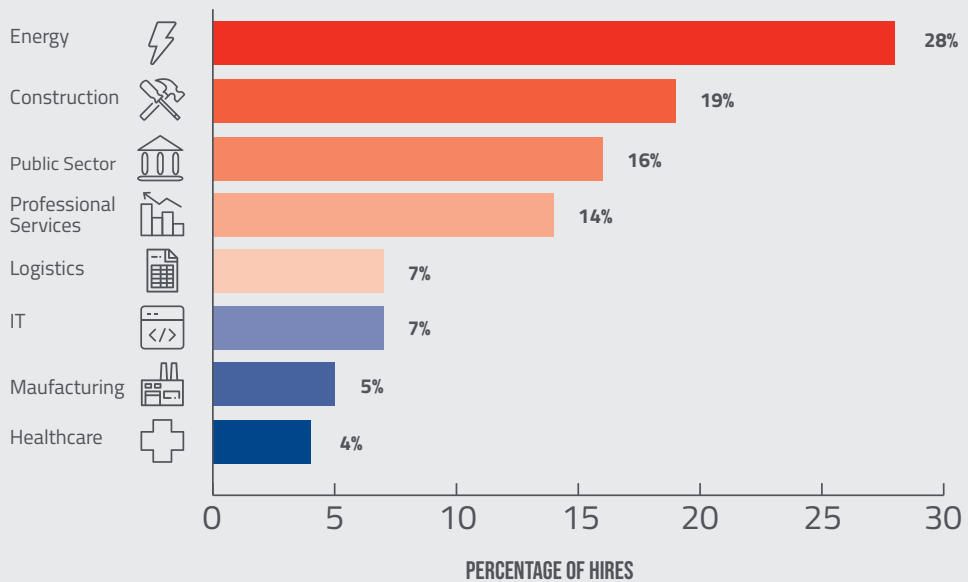
place 604 veterans, and referred 60% to additional veteran services. To learn a bit more about the clients we serve, see the demographics of our placed clients.



## BRANCH OF MILITARY SERVICE



## INDUSTRY





# 2019 METRICS

2019 HIRES

604

AVERAGE TIME IN QUEUE

25 days

AVG. STARTING SALARY

\$56,660

UNEMPLOYMENT BENEFITS SAVED

\$2,626,668

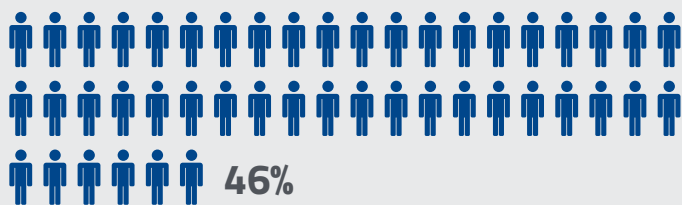
ECONOMIC IMPACT

\$36,972,342\*

\* Calculations based on average starting salary.

## DIVERSITY

White, not of Hispanic origin



Black, not of Hispanic origin



Hispanic



Asian



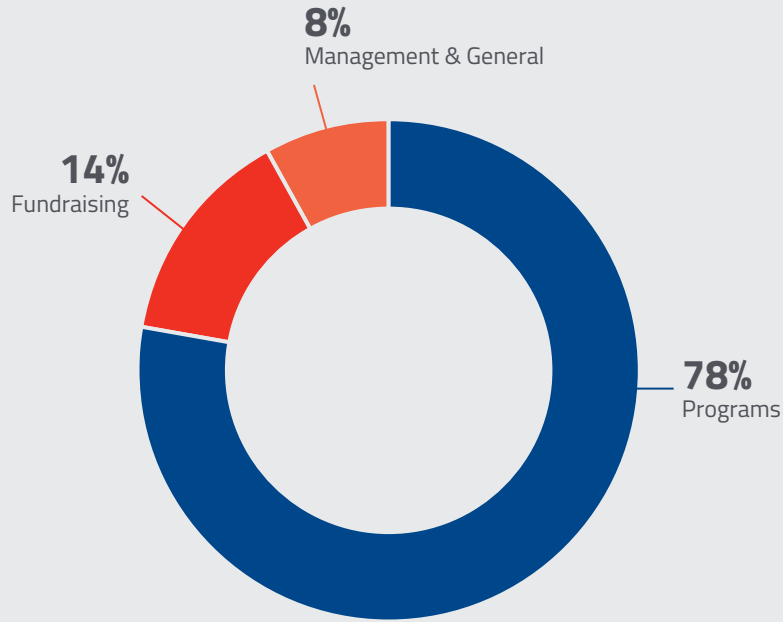
American Indian



# 2019 FINANCIAL

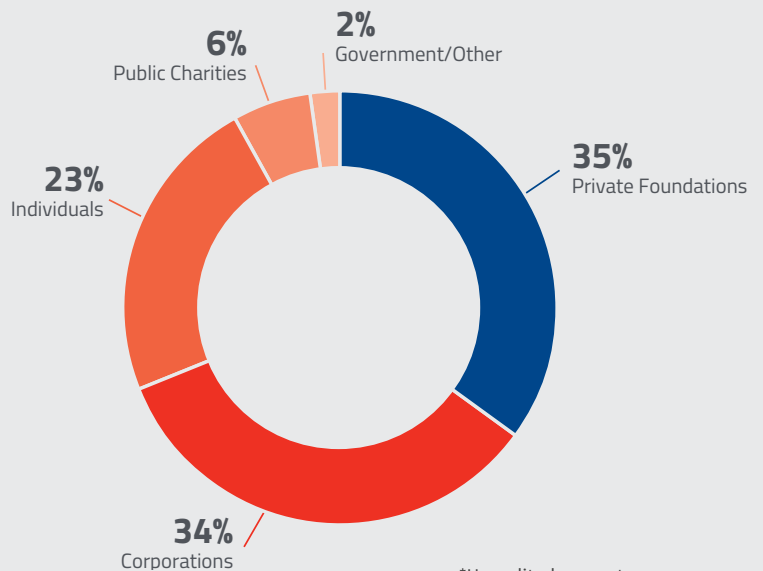
# REPORTING

## 2019 EXPENSES\*



\*Based on 2019 Audit.

## 2019 REVENUE\*



\*Unaudited percentages.

Annual 990s are available at [nextpets.org/financials](https://nextpets.org/financials).

Annual audits are available upon request to [development@nextpets.org](mailto:development@nextpets.org).

# OVERALL METRICS

OVERALL SAVINGS OF UNPAID FEDERAL UNEMPLOYMENT BENEFITS

**\$13,457,000**

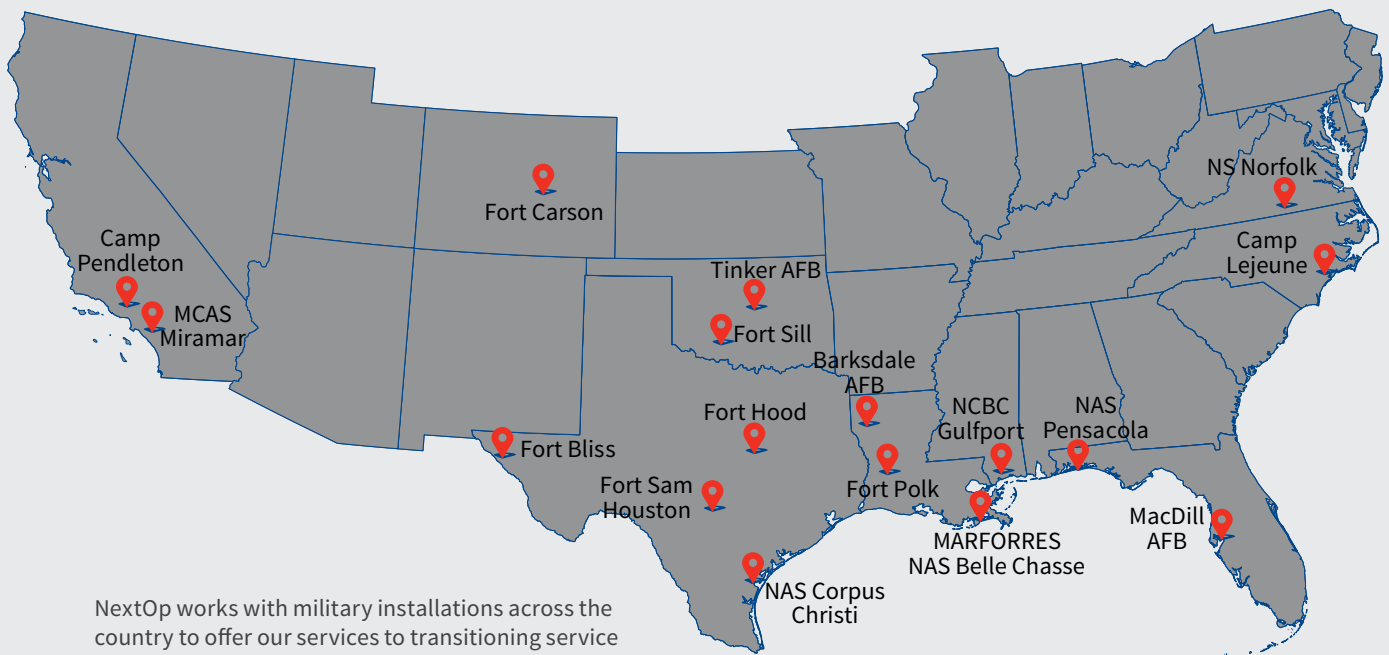
OVERALL ECONOMIC IMPACT THROUGH JANUARY 1, 2020

**\$117,040,680\***

\* Based on average first year earnings.

## EXISTING RECRUITING

## LOCATIONS



NextOp works with military installations across the country to offer our services to transitioning service members. We work with each installation to provide the specific services their service members need, and work with our corporate partners for installation-specific recruiting activities. This helps reduce the amount of unemployment transitioning service members and quickly gets them to work.

# CLIENT AND CORPORATE

# PARTNER SUCCESS

In 2019, NextOp helped place 604 veterans into industry careers with 100 different corporations. Take a look at what just a few of our clients and a corporate partner have to say about what we do.



Jason Roben,  
United States Marine Corps Veteran

“When I came home from active duty, no one seemed care how hard the transition can be. I had countless dead-end jobs and was working them 2-3 at a time. It wasn’t until I got my degree and found NextOp did everything change. I finally felt like I had an edge with someone that cared. They gave me free mentorship for serious interviews and they were the bridge that got me the corporate job that I still have today. My only

regret is that I didn’t find NextOp sooner. Use every single resource you have, never give up, and know the fight to succeed in life is not without hard work and perseverance to push forward. Thanks again NextOp and Semper Fi!”

—Jason Roben,  
United States Marine Corps Veteran

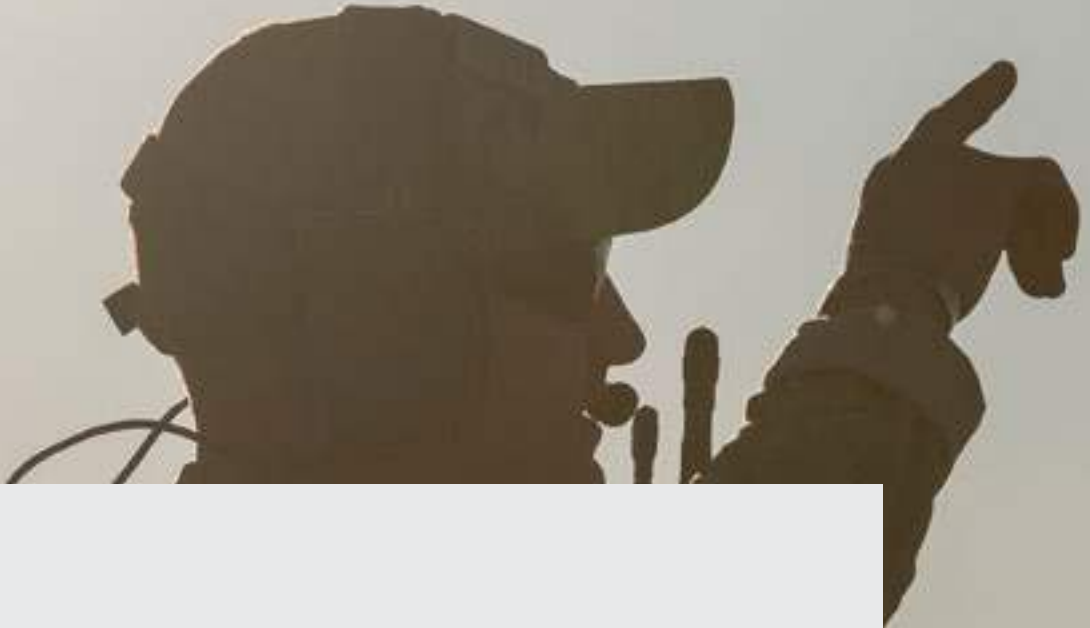
“At the time I was introduced to the team at NextOp, I was a drilling reservist struggling to find a rewarding role in my field. As veterans themselves, they understood the challenges I faced seeking employment in the private sector. The team at NextOp brought me in and assisted me in revising my resume and coached me through the employment seeking process. Eventually, they were able to find a role that allowed

me to reach new levels in my profession. On top of that, I have assisted the team in helping fellow veterans get hired within the industry. Thanks to NextOp for helping me and allowing me to have the opportunity to continue serving by helping our fellow brothers and sisters in arms.”

—Juan Borrego,  
United States Army Veteran



Juan Borrego,  
United States Army Veteran



Lee Jourdan  
Chief Diversity Officer, Chevron  
United States Army Veteran

“NextOp and Chevron share a common goal —bringing veterans to the energy sector. Chevron values the skillsets that military talent brings to the table, and partnering with NextOp helps us to be in lockstep with transitioning veterans every step of the way.”

—Lee Jourdan  
*Chief Diversity Officer, Chevron*  
*United States Army Veteran*



# DONORS AND

# CORPORATE PARTNERS

NextOp offers our services at no charge to our clients and corporate partners. As a non-profit, we rely on the financial support of foundations, individuals and corporate partners. Thank you to all who supported us in 2019—we could not serve our military and veteran clients without you!

## \$50,000 +

Chevron  
Sarah and Doug Foshee  
Fondren Foundation  
May and Stanley Smith Charitable Trust  
Oscar J. Tolmas Charitable Trust  
The William Stamps Farish Fund  
Easter Seals of Greater Houston

## \$20,000 - \$49,999

Bank of America  
Cullen Foundation  
Halliburton  
Houston Texans  
Performance Contractors, Inc.

## \$10,000 - \$19,999

Boeing  
CP Chem  
Doggett Family Foundation  
Christy & Donovan Campbell, III  
GNO Inc.  
Hamman Foundation  
Barbara & Jeff Hyler  
NOLA Business Alliance  
Quanta  
Schlumberger  
Scott and Elise Rowe Family Foundation  
Shell  
Strake Foundation  
The George Foundation  
The Joe W. and Dorothy Dorsett Brown Foundation  
Union Pacific  
Vivian L. Smith Foundation  
Wells Fargo

## \$5,000 - \$9,999

AFPM  
Baker Botts  
BNSF Railway Foundation  
Mr. & Mrs. Charlie Nettles  
Combined Arms  
The Honorable Jane & Douglas Bland  
Enable Midstream  
Energy  
Eric Nielson  
Friedkin Group  
Gexa Energy  
Herzstein Foundation  
JKJ Charitable Foundation  
Kevin Knox Nunnally  
LED (BBR Creative)  
McInhernery Foundation  
Patricia & Eric Darnauer  
Posoli Family Foundation

Ranger Energy  
Rice University  
The Harry S. and Isabel C. Cameron Foundation  
The Trevino Group, Inc.

## **\$1,000 - \$4,999**

2nd MD  
AFPM  
Amegy Bank  
Anna and Hal Holliday  
Baker Botts  
Baker Hughes  
Bechtel  
Bill Rogers  
Bisso Construction Services  
BNSF Railway Foundation  
Brigade Energy  
Cabot Oil & Gas  
Christine & Nick Bassitt  
Claire & Joe Greenberg

Danielle and Meredith Cullen  
Donovan Campbell Jr.  
Drew Carden  
EHRA Engineering  
Enable Midstream  
Energy  
Eric Nielson  
Friedkin Group  
Gexa Energy  
Guillermo Trevino  
Herzstein Foundation  
IPT Global  
The Honorable and Mrs. James Baker  
Jason Melton  
John Nau  
Kate and Shawn Gross  
Mr. Larry Heard, Transwestern  
Linnet F. Deily  
Louis Krannich  
Marathon Oil

Mr. & Mrs. Mike Smith  
Motiva  
Ms. Wilhelmina "Beth" Robertson  
NCCER  
NextOp Staff  
Paul B & Frances Lenora Terry Jr.  
Peter Holland  
Mr. Scott Cone, Tri C  
Smart Financial Foundation  
Texas Society of the Daughters of the American Revolution  
The Tom and Candy Knudson Fund  
Union Pacific  
Walter Johnson





# 2019 HIGHLIGHTS AND ACHIEVEMENTS

## REMEMBER NOVEMBER 2019

Our 2nd Annual Remember November was a night to remember! NextOp honored Chevron and the Honorable James Baker for their support of our military veterans, celebrated the success of the incredibly talented veterans who have been placed into careers through NextOp, and enjoyed networking and entertainment. Thank you to those who were able to join us.

Welcomed by Steph Drake, Executive Director of NextOp, and Donovan Campbell, Board Chair, NextOp Staff and Board Members, the over 200 guests enjoyed networking and entertainment, experienced a little of military life by tasting MREs (Meals Ready to Eat), took photographs with military equipment, before enjoying a wonderful dinner and program.

NextOp honored Chevron for leading the way in hiring America's service members, their unwavering support of veterans, and their partnership with NextOp. Chevron has been a strong supporter of NextOp since the very beginning, regularly hosting workshops, hiring events, information sessions and engaging with the veteran community in Houston and at bases throughout the country.

Chevron has extended job offers to a total of 85 NextOp veteran candidates since 2017.

Lee Jourdan, Chief Diversity Officer and an Army veteran, accepted the award.

NextOp honored the Honorable James Baker for his lifetime support of our military and veterans. A native Houstonian, Secretary Baker graduated from Princeton University and then served two years of active duty as a Lieutenant in the United States Marine Corps. After earning his law degree, he entered into public service and served under three U.S. presidents.

At Remember November, NextOp and the Houston Texans launched Step Into Energy stateside. Step Into Energy is a unique global employment program that offers opportunities specifically for those transitioning from the Armed Forces in the UK and the U.S. Step Into Energy offers both veterans and energy companies unique opportunities to engage in the conversation and secure top talent throughout 2020.



Donovan Campbell, Chairman of the Board, and Steph Drake, Executive Director, kick off Remember November.



Hon. James Baker provided the keynote speech after accepting the award.



Hon. and Mrs. James Baker, Donovan Campbell, NextOp Board Chair, and Cassidy Welch, Veteran ERG Leader, BASF.



# 2000

★★★ HIRES MILESTONE ★★★

On October 11, NextOp reached a milestone by helping place our 2,000th veteran into an industry career. We are so grateful for all our veteran clients and our corporate partners who helped us reach this milestone!



## 25 Impactful Veterans In Energy

On December 5th, NextOp's Programs Director, Mia Garcia, was an honoree at the first-ever 25 Impactful Veterans in Energy luncheon. The 25 Impactful Veterans in Energy luncheon recognizes veterans' contributions to the oil and gas industry and to the military veteran community.

Through Mia's hard work and dedication to the veteran community, her contributions were recognized for the success NextOp veterans has had with placing veterans into careers in the energy industry.

Welcomed by Rich Eichler, CEO of Hart Energy, the crowd was awestruck to hear a powerful message from Medal of Honor recipient, David Bellavia. "We fight so our children never have to. We fight for one day that our children, and our enemies' children can discuss their differences without fear or loathing."



**Thank you to all our supporters for making an impactful and incredible mission possible.**

# 2019 HIGHLIGHTS



Representatives from NextOp attend the Glass Raip Refuel Point Industry Employment Engagement event at Fort Bliss (TX). It was a great experience to see how our nations service members' skills translate into Industry Careers.



NextOp is proud to be named 2019 Hiring Our Heroes Finalist for the Military Community Nonprofit Leadership Award. This award recognized demonstrated commitment to supporting veteran and military spouse employment and economic opportunity. Steph Drake, Executive Director attended the award ceremony in November.



Ben Armstrong, Louisiana Regional Manager, was selected and participated in the George W. Bush Institute's Stand-To Veteran Leadership Scholar Program. As a 2019 Scholar, Ben developed leadership skills, learned how to increase impact, and expand his veteran-focused network, and brought his learnings back to support NextOp's mission.



Employment Readiness Workshops allow us to mentor our clients through their resumes, mock interview and networking skills with immediate feedback.



NextOp attends a variety of events at bases across the country. Here, we participated in our second Mega Career Fair at Fort Hood (TX), where we spoke with transitioning service members about our services and how we can help them reach their employment goals.



Steph Drake, Executive Director, and Edward Parker, CEO, Walking With The Wounded, along side Jamey Rootes, President of the Houston Texans, and the Houston Texans, announce the kick off of Step Into Energy—a global employment program that offers career opportunities specifically for those service members transitioning from the Armed Forces in the UK and the U.S. In 2020, both NextOp and Walking with the Wounded will be tracking how many service members Step Into Energy, and will celebrate successes towards the end of 2020.



Just one of our many informational hiring sessions that NextOp hosts with corporate partners.



Our clients appreciate events with our corporate partners, so they can hear directly from our corporate partners about their industry, the work they do, and the hiring process.

# NEXTOP STAFF AND BOARD



Steph Drake - Executive Director,  
U.S. Marine Corps Reservist



Mia Garcia - Programs Director,  
U.S. Marine Corps Veteran



Shannon Cranson - Development Director



Ben Armstrong - Louisiana Regional  
Manager, U.S. Marine Corps Veteran



Jonathan Barreda - Programs Manager  
U.S. Marine Corps Veteran



Dina Anderson - Employment  
Coordinator, U.S. Air Force Veteran



Tiffany Bradbury - Employment  
Coordinator, U.S. Air Force Veteran



Patrick McManus - Employment  
Coordinator, U.S. Air Force Veteran



Julio Martinez - Employment  
Coordinator, U.S. Marine Corps Veteran



Asiah Coleman - Operations Manager



Khris Cabanas - Program Support  
Coordinator, U.S. Army Veteran

# NextOp Board of Directors

Donovan Campbell\* - Board Chairman  
COO, 2nd.MD

Jeffrey Hyler\* - Board Treasurer  
Partner, Spencer Stuart

Christine Bassitt\* - Board Secretary  
Sales Team Lead, Shell Oil Company

Doug Foshee  
Owner, Sallyport Investments, LLC

Matt May\*  
Vice President, Bisso Construction Services

John Dorffeld\*  
Commercial Manager, Chevron

Peter Holland\*  
Executive Vice President, AECOM

Patricia Darnauer\*  
Executive Vice President, Harris Health System

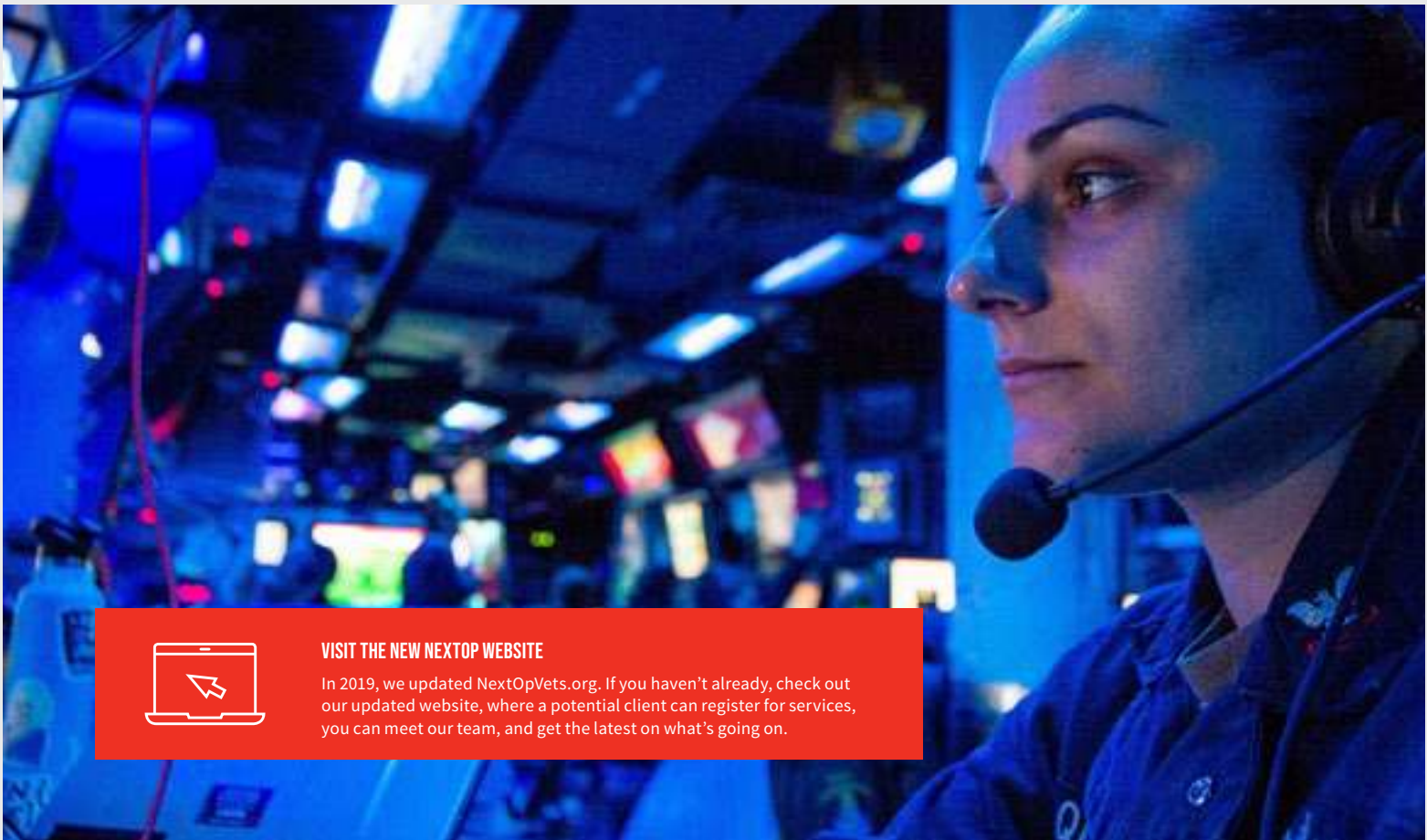
Chris White\*  
President/CEO, Louisiana Pepper Exchange and Chemetech, LLC

Bill Rogers\*  
Retired CFO, Centerpoint

John Boerstler\*  
CEO, Combined Arms

Steph Drake\*  
Executive Director, NextOp

*\* U.S. Veteran*



### VISIT THE NEW NEXTOP WEBSITE

In 2019, we updated NextOpVets.org. If you haven't already, check out our updated website, where a potential client can register for services, you can meet our team, and get the latest on what's going on.



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Houston, TX 77003

Telephone: +1 832.735.0051  
Website: [nextopvets.org](http://nextopvets.org)